



SFC SELECTION BOARD BRIEFING



ORDNANCE CORPS

PROPONENT INFORMATION PACKET

**MOS 35A, 35D, 35H, 35P, 35S, 35T, 35W, 35Y, 44E,
45K, 52X, 62B, 63A, 63D, 63M, 63X, 89B & 89D**

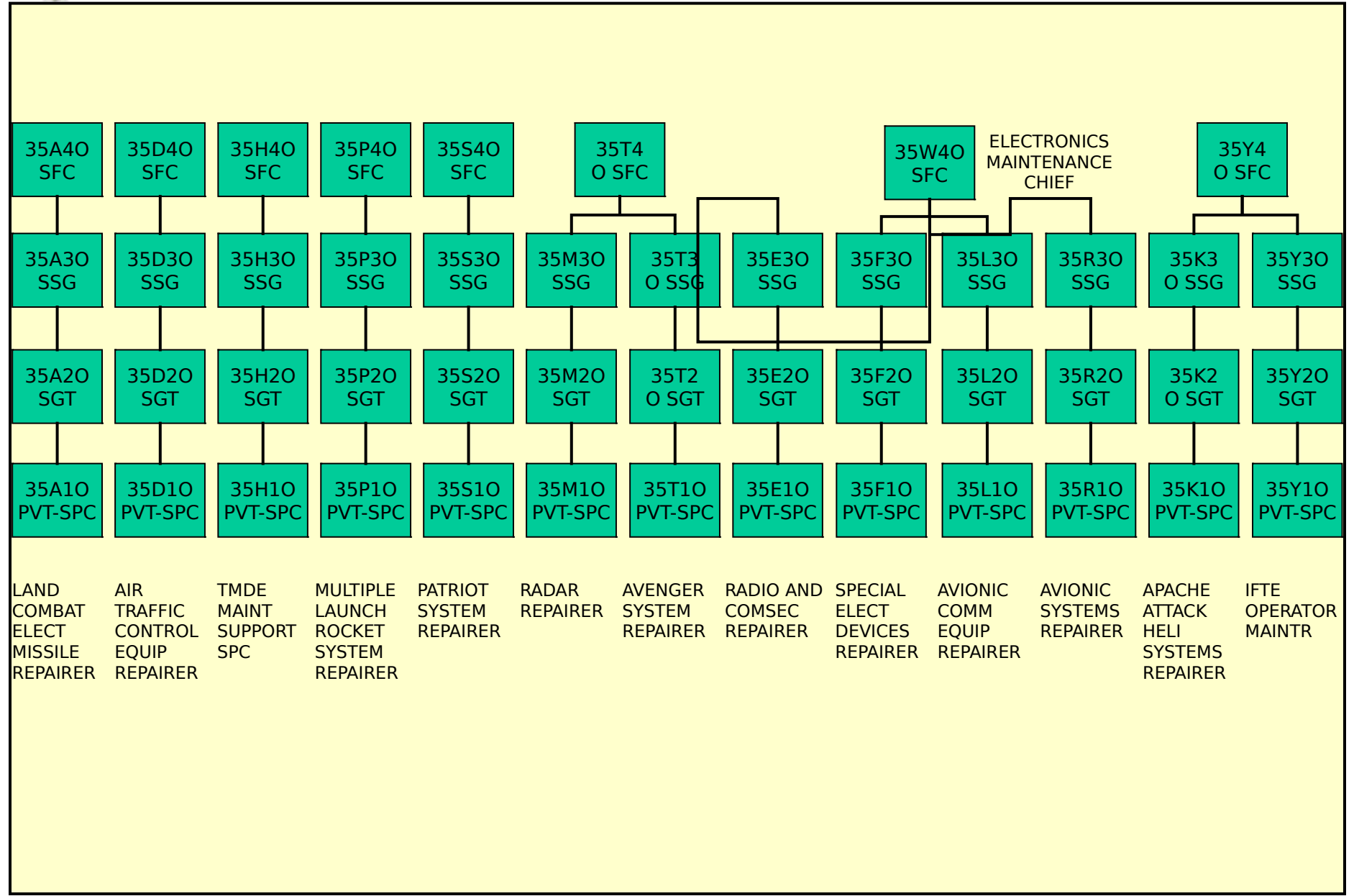


CMF 35

MOS 35A, 35D, 35H, 35P, 35S, 35T, 35W & 35Y



CMF 35 CAREER PATTERN





CMF 35

MISSION

The primary duties of the electronic maintenance and calibration CMF are to repair, maintain, and calibrate a wide variety of Army communications systems, missile systems, radar systems, Test, Measurement, and Diagnostic Equipment (TMDE), and numerous other items of Army electronic maintenance and systems support equipment. CMF 35 soldiers are at all echelons of the force structure and can be assigned to units across the operational spectrum of the Army. The CMF is comprised of 16 Military Occupational Specialties and functions in a wide range of areas requiring highly developed technical and tactical skills. CMF 35 maintainers support the maintenance life cycle functions of all Army systems and the mission readiness of the Army's critical tactical and strategic combat systems as well as ground support systems.



MOS DESCRIPTION

35A - LAND COMBAT ELECTRONIC MISSILE REPAIRER

The land combat electronic missile system repairer supervises or performs maintenance on the TOW and DRAGON missile systems, the Bradley Fighting Vehicle System (BFVS) and JAVELIN system. Establishes workloads and repair priorities; organizes work schedules, assigns duties, instructs subordinates in work techniques, and procedures for receipt, storage, inspection, testing, and repair of equipment. Implements quality control/quality assurance measures and performs initial and final inspection of equipment maintenance. Performs administrative functions in establishing and maintaining maintenance records.

35D - AIR TRAFFIC CONTROL EQUIPMENT REPAIRER

Performs unit through intermediate forward maintenance of ATC systems and equipment. Instructs in maintenance practices, procedures, and techniques. Assists in diagnosis of complex malfunctions and component modification. Establishes production and quality control procedures. Inspects work and maintenance equipment. Serves as principal maintenance NCO in an ATC platoon or section.

35E - RADIO AND COMMUNICATIONS SECURITY REPAIRER

Establishes work schedules and repair priorities; assigns and supervises shop repair operations and personnel. Provides technical information on repair functions and teaches complex or special tasks to subordinates and supported units. Supervises quality control and/or final inspection of radio, cryptographic items and related communications equipment. Ensures repair functions comply with Army and NSA COMSEC specifications and policies. Develops standing operating procedures relative to DS/GS shop operations. Conducts technical and on-the-job training

programs in units



MOS DESCRIPTION

35F - SPECIAL ELECTRONICS DEVICES REPAIRER

Assigns specific duties to subordinate personnel. Establishes workload, work schedules, and repair priorities. Performs and supervises quality control inspections. Coordinates logistical support. Establishes and implements on the job technical instruction programs for subordinate personnel. Provides technical information and assistance to supported units. Advises and makes recommendations concerning equipment repair and status to superiors. Prepares, reviews, and consolidates technical and administrative reports and requests. Maintains files and records. Prepares or updates SOP, site defense, and evacuation plans.

35H - TMDE MAINTENANCE SUPPORT SPECIALIST

Supervises and establishes workload priorities for elements of an Area TMDE Support Team (ATST) during split-based mode of operation. Coordinates with supported units for turn in and pick up of TMDE. When assigned to an ATST performs duties as quality assurance, quality control (QA/QC) inspector, and implement quality control procedures. Recommends procedures for receipt, storage, inspection, testing, and repair of items. Organizes and conducts on the job training (OJT) programs. Demonstrates proper maintenance and troubleshooting techniques. Determines faulty work practices. Prepares maintenance reports and develops load plans.



MOS DESCRIPTION

35K - APACHE ATTACK HELICOPTER SYSTEMS REPAIRER

Implements quality control measures, determines faulty work practices and demonstrates proper maintenance and troubleshooting techniques. Performs as maintenance technical inspector. Supervises maintenance and inspection teams. Trains lower ranking personnel in technical aspects of automatic test equipment (ATE), the electronic equipment test facility (EETF), and standard and system peculiar test equipment. Establishes workloads and repair priorities. Recommends procedures for receipt, storage, inspection, testing and repair of items. Organizes and conducts on-the-job training (OJT) programs. Establishes and maintains maintenance records. Prepares maintenance reports.

35L - AVIONIC COMMUNICATIONS EQUIPMENT REPAIRER

Supervises and provides technical guidance to subordinate personnel performing maintenance of aircraft communications equipment. Evaluates maintenance operations and facilities for compliance with directives, technical manuals, work standards, safety procedures, and operational policies. Performs, maintenance trend analysis and applies production control, quality control and other maintenance management principles and procedures to aircraft communications equipment repair operations. Instructs personnel and conducts technical training in aircraft communications equipment maintenance, supply, and safety techniques. Evaluates the technical training program. Monitors requisition of parts, tools, and supplies. Develops new electronic equipment while assigned to research and development projects.



MOS DESCRIPTION

35M - RADAR REPAIRER

Troubleshoots SENTINEL, FIREFINDER, Surveillance radars and associated equipment with common and system peculiar test equipment for deficiencies and malfunctions. Repairs, removes, and/or replaces defective components and parts. Tests repaired system to ensure compliance with technical specifications. Inspects, tests, and adjusts system components and test equipment to specific tolerances. Establishes workload and repair priorities. Recommends procedures for receipt, storage, inspection, testing, and repair of equipment. Determines faulty work practices and demonstrates proper maintenance and trouble shooting techniques. Organizes and conducts OJT programs. Implements quality control measures. Supervises inspection and maintenance team. Establishes and maintains maintenance records. Prepares maintenance reports. Advises supervisors on operational and maintenance matters.

35P - MULTIPLE LAUNCH ROCKET SYSTEM REPAIRER

Supervises subordinate MLRS repairers engaged in support maintenance activities. Supervises inspection and maintenance teams. Performs as maintenance quality assurance and quality control (QA/QC) inspector, and implements quality control measures. Performs initial, work in process, final, and on site technical and quality control inspections. Monitors activities associated with maintenance of MLRS for potential problem areas and recommends improved procedures, if required. Identifies faulty work practices and demonstrates proper maintenance techniques. Organizes and conducts OJT programs.



MOS DESCRIPTION

35R - AVIONIC SYSTEMS REPAIRER

Performs intermediate (AVIM) and depot maintenance on avionic navigation flight control systems, stabilization equipment, and equipment which operates using radar. Evaluates maintenance operations and facilities for compliance with established directives, technical manuals, work standards, safety procedures, and applies production control, quality control and other maintenance management principles and procedures to avionic systems repair operations. Instructs personnel and conducts and evaluates technical training in avionic systems repair. Monitors requisition of parts tools, and supplies. Develops new electronic equipment while assigned to research and development projects.

35S - PATRIOT SYSTEM REPAIRER

Performs DS/GS level maintenance on the Patriot Information and Coordination Central (ICC), Engagement Control Station (ECS), Radar Set (RS), Antenna Mast Group (AMG), Launching Station (LS) and Communications Relay Group (CRG). Performs tests and adjusts components to specific tolerances and determines shortcomings and malfunctions in electronic assemblies, subassemblies, modules and circuit elements with common and system peculiar test equipment. Isolates malfunctions using automatic and semi automatic program maintenance diagnostic software, unit self test and built in test equipment (BITE). Develops specialized computer software tests to evaluate suspected faults. Isolates system interface malfunctions. Determines serviceability and disposition of defective assemblies. Repairs unserviceable items by removing and replacing defective components. Performs quality control measures and serves on maintenance and



MOS DESCRIPTION

35T - AVENGER SYSTEM REPAIRER

Performs quality control measures. Performs maintenance adjustments on test equipment. Serves on maintenance and inspection teams. Inspects, tests and adjusts components to specific tolerances. Determines shortcomings and malfunctions in electronic, electrical and cryogenic assemblies, modules and circuit elements using system associated equipment. Removes and replaces defective line replaceable units (LRU), including interconnecting cables. Determines serviceability and disposition of parts. Provides technical guidance to the soldiers in the accomplishment of their duties. Establishes workload and repair priorities. Recommends procedures for receipt, storage, inspection, testing and repair of the AVENGER system and its components. Implements quality control measures. Maintains maintenance records and prepares maintenance reports.

35Y - INTEGRATED FAMILY OF TEST EQUIPMENT OPERATOR MAINTAINER

Performs march order and emplacement of the BSTF, installs supported weapon system test program sets, initiates unit under test (UUT) procedures, isolates UUT/BSTF printed circuit board or component malfunctions, replaces defective parts/components and performs UUT/BSTF alignments and adjustments. Performs BSTF preventive maintenance checks and services (PMCS) and operational checks. Establishes workload and repair priorities. Recommends procedures for receipt, storage, inspection, testing and repair of items. Organizes and conducts on the job training (OJT) programs. Demonstrates proper maintenance and troubleshooting techniques. Determines faulty work practices. Prepares maintenance reports.



CHALLENGING JOBS OPPORTUNITIES



DEMANDING ASSIGNMENTS

- Operations Sergeant
- Drill Sergeant
- Small Group Leader
- Rear Detachment NCO

SPECIAL DUTY ASSIGNMENTS

- White House Support
- Recruiter



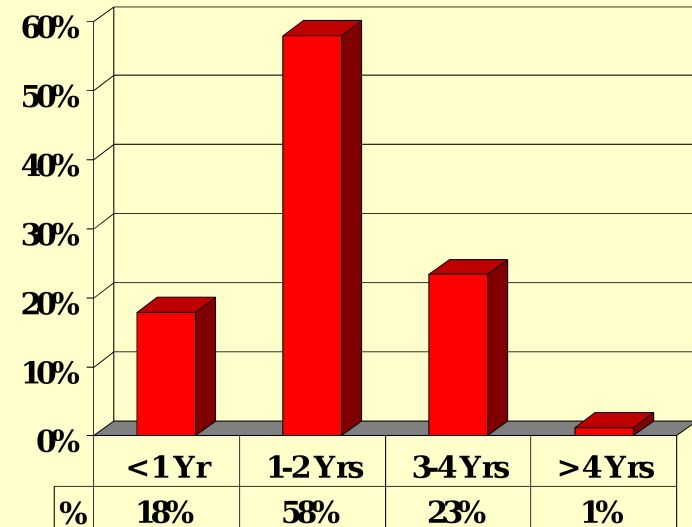
EDUCATION

MILITARY SCHOOLS VALUABLE TO THE ORDNANCE CORPS

- Maintenance Management Courses
- Support Operations Course
- Battle Staff Course

College is only ONE measure of self-development.

CIVILIAN EDUCATION



Percentage is of all SSGs in CMF 35 considered for promotion during the CY 03 SFC Selection Board

Note: **The Ordnance Corps places high value and worth on self-development.** Consistent and meaningful pursuit of self-development separates great NCOs from good NCOs and demonstrates the commitment of a true professional NCO. Future Sergeants First Class cannot wait to be taught new knowledge - they must constantly pursue it.



UNIQUE MOS CHARACTERISTICS



TOE VS. TDA ASSIGNMENTS

<u>MOS</u> <u>Skill Level 4</u>	<u>MOS</u> <u>Skill Level 3</u>	<u>SSG Positions</u> <u>in TDA</u>
35A	35A	36%
35D	35D	42%
35H	35H	50%
35P	35P	47%
35S	35S	42%
35T	35T	55%
	35M	66%
35W	35E	53%
	35F	39%
	35L	42%
	35R	57%
35Y	35Y	68%
	35K	100%

SPECIAL DUTY ASSIGNMENTS

<u>MOS</u> <u>Skill Level</u> <u>4</u>	<u>MOS</u> <u>Skill Level</u> <u>3</u>	<u>Drill</u> <u>Sergeant</u> <u>t</u>	<u>Recruite</u> <u>r</u>
35A	35A	1 (1%)	5 (6%)
35D	35D	0	3 (6%)
35H	35H	1 (2%)	4 (8%)
35P	35P	2 (4%)	4 (8%)
35S	35S	1 (3%)	0
35T	35T	2 (5%)	2 (5%)
	35M	1 (3%)	0
35W	35E	7 (3%)	18 (8%)
	35F	7 (6%)	10 (8%)
	35L	0	2 (8%)
	35R	3 (4%)	3 (4%)
35Y	35Y	2 (5%)	4 (9%)
	35K	0	0
Total		27 (3%)	53 (7%)

Notes:

When weighing leadership positions in your selection process, recognize that average performance in a leadership job is no more valuable nor does it outweigh average performance in any other position. Excellence displayed in equally vital technical or staff positions should also be recognized accordingly.



SPECIAL MOS CONSIDERATIONS

- MOS Related Civilian Technical Certifications
 - Electronics Technicians Association Certification
 - FCC licenses and accreditations
 - FAA Avionics Certifications
- Certifications are **nothing less** than measures of MOS competency

Notes:

Scrutinize the award of merit to NCOs repeatedly performing duties in positions not associated with Ordnance related operations (Instructors, battle staff, PSGs, etc. are Ordnance related) for extended periods (4 years). Ordnance NCOs must be competent maintenance managers and maintainers. Repeatedly performing in positions outside the Ordnance or maintenance field does not support the development of required primary maintenance and staff competencies. The job of First Sergeant and primary Battle Staff positions are still considered as Ordnance related.

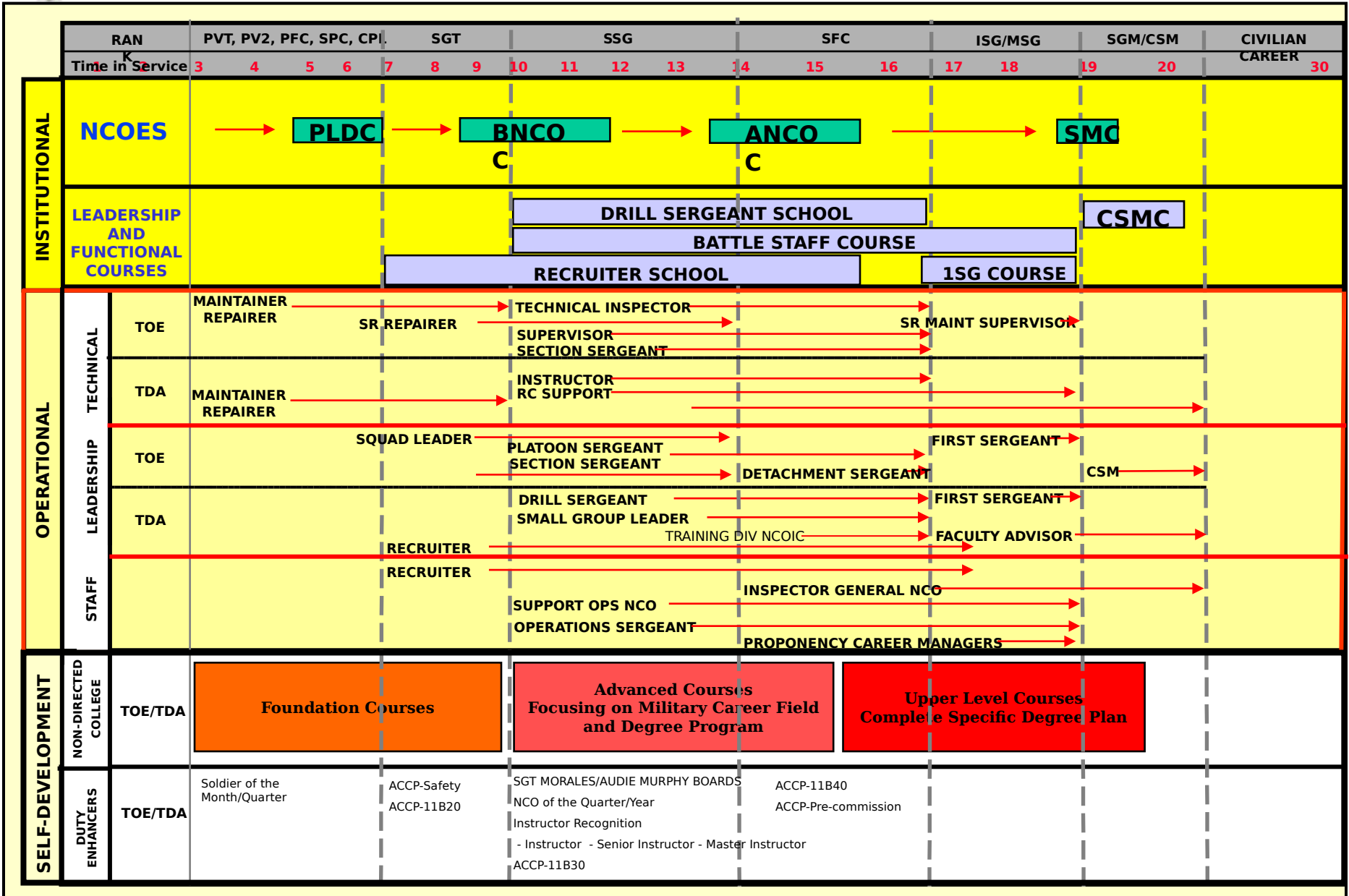


CMF 35 TYPICAL CAREER PATTERN

SGM COURSE 1SG COURSE BATTLE STAFF COURSE ANCOC BNCOC PLDC	20 Years	SGM/CSM	SL5 First Sergeant Chief Instructor Operations Sergeant Maint Control Sergeant SR ATC Maint Supervisor
	15 YEARS	1SG/MSG SFC	SL4 Platoon Sergeant Section Sergeant Career Management NCO Senior Drill Sergeant Senior Small Group Leader Senior Team Chief Senior Instructor
	10 YEARS	SSG	SL3 Squad Leader Drill Sergeant Recruiter Small Group Leader Senior Repairer Instructor
	5 YEARS	SGT	SL2 Section Supervisor Shop Foreman Team Chief
	0 YEARS	SPC PFC PV2	SL1 Maintainers



CMF 35 CAREER PROGRESSION PLAN





RECOGNITION OR AWARDS

UNIQUE TO CMF

- Instructor Recognition Program
 - Master Instructor Certifications

SPECIAL ACHIEVEMENTS

- NCO/Drill Sergeant/Instructor of the Year
- Sergeant Morales/Sergeant Audie Murphy Club Membership
- Top 20% in NCOES

Notes:

Master Instructor: (Ordnance Corps particular) Soldiers must complete the Supervisor Instructor's Course, Management Course I & II and develop an individual project focused on improved training. They must also conduct 1,250 total hours of assigned instruction and a professional development seminar 1 to 2 hours in length.

Army awards policies are not uniform. Determine what measures of performance justified awards received. The weighing of awards should focus more on what achievement and levels of performance generated the award, rather than the level of award itself.



PROMOTION POTENTIAL INDICATORS



UNIT RECOGNITION ACHIEVEMENTS

- Sustained high Operational Readiness rating
- Consistent and meaningful self-development
- Successful performance in a SFC position
- Possesses balanced operational experience between both maintenance and leadership duties
- Personally responsible for developing new systems/procedures/programs having an effect on the entire unit or readiness
- Consistently excels in assigned additional duties as well as primary duties



CMF 63
MOS 44E, 45K, 52X, 62B, 63A, 63D,
63M & 63X



CMF 63

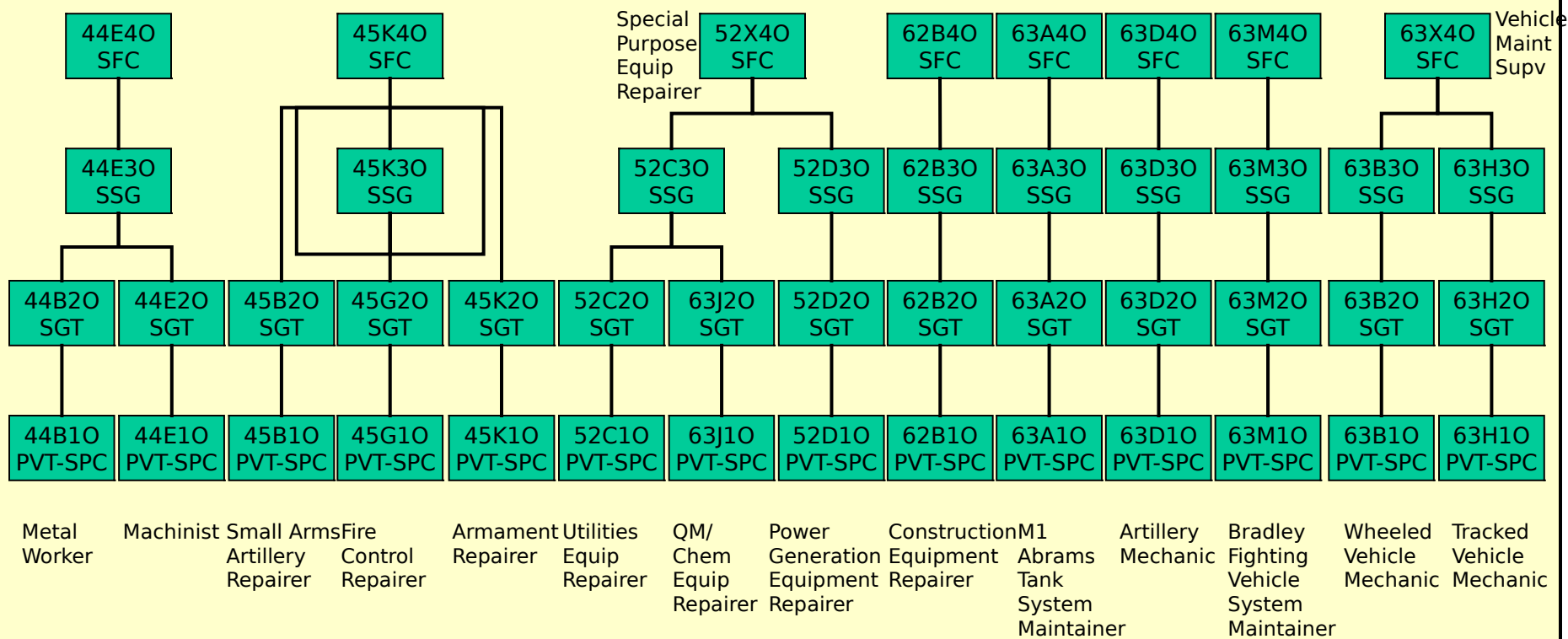


MISSION

The primary duties of the mechanical maintenance CMF are to perform the fix functions on Army weapons systems and equipment that support maneuver forces in their preparation for and conduct of operations across the entire operational spectrum. The fix functions include: maintenance management, recovery, fault diagnostics, repair, overhaul, and component/major assembly substitution and exchange. CMF 63 maintainers support the life cycle functions of all Army systems and the mission readiness of the Army's combat, tactical, and ground support systems.

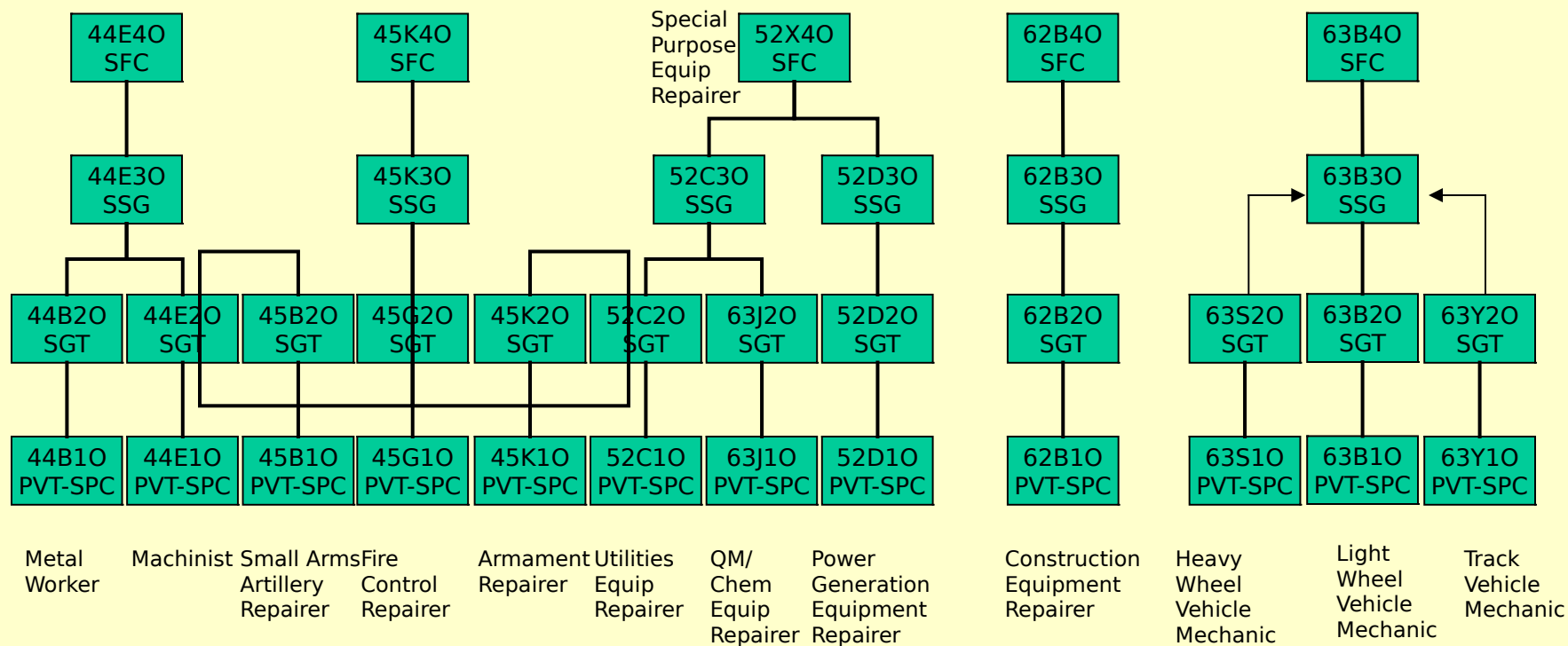


NEW CMF 63 CAREER PATTERN as of Oct 04



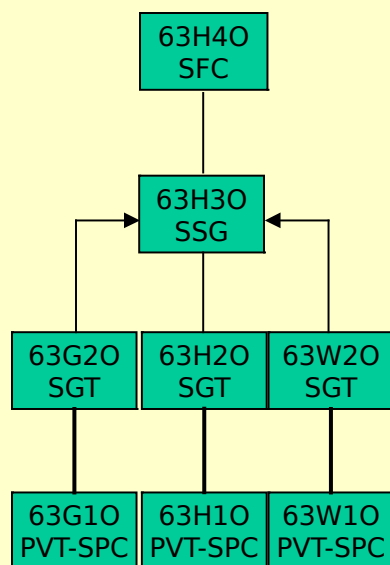


OLD CMF 63 CAREER PATTERN PRIOR TO OCT 04





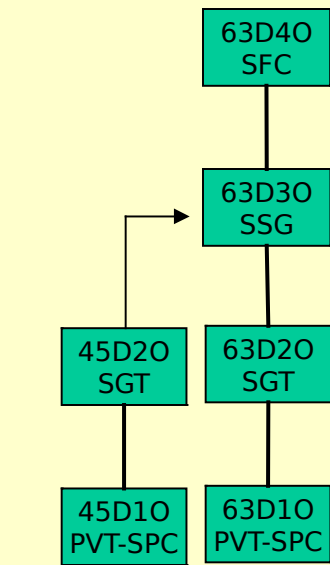
OLD CMF 63 CAREER PATTERN PRIOR TO OCT 04



Automotive
Electrical
System
Repairer

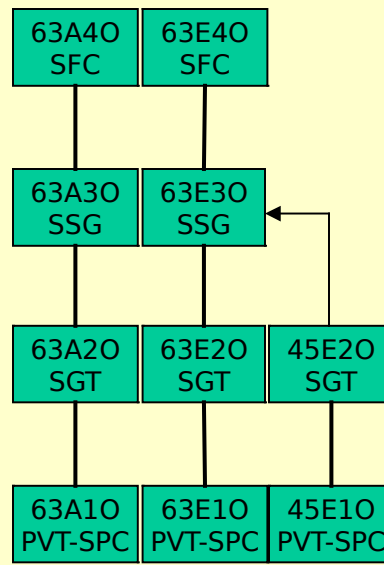
Track
Vehicle
Repairer

Wheel
Vehicle
Repairer



Self-Propelled
Field Artillery
Turret
Mechanic

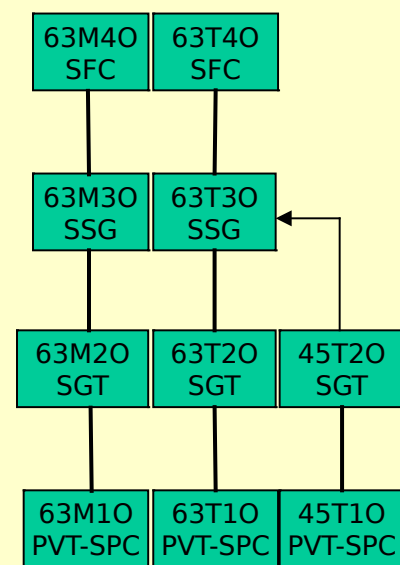
Self-Propelled
Field
Artillery
System
Mechanic



M1
Abrams
Tank
System
Maintainer

M1 Tank
Abrams
Tank
System
Mechanic

M1
Abrams
Tank
Turret
Mechanic



Bradley
Fighting
Vehicle
System
Maintainer

Bradley
Fighting
Vehicle
System
Mechanic

Bradley
Fighting
Vehicle
System
Turret
Mechanic



CHALLENGING JOBS OPPORTUNITIES



DEMANDING ASSIGNMENTS

- Motor Sergeant
- Operations Sergeant
- Support Operations Sergeant
- Squad Leader
- Platoon Sergeant
- Drill Sergeant
- Small Group Leader

SPECIAL DUTY ASSIGNMENTS

- Inspector General
- White House Support
- Observer Controller
- Recruiter
- Career Managers (Proponency MOS Manager)



MOS DESCRIPTION

44E40 - MAJOR DUTIES

The Machinist inspects, modifies and supervise maintenance on machinable materials on Army watercraft, land combat systems and general purpose equipment; His primary duties center on supervising the fabricating of components made of ferrous and nonferrous metals, plastics, and other machinable materials using welding and machine shop equipment such as lathes, milling machines, drills and presses; His duties cover a full spectrum of metal preparations, joining processes, layout and fabrication.

45K30 - MAJOR DUTIES

The Armament Repairer inspects and troubleshoots fire control system components, towed artillery fire control systems, self-propelled artillery fire control systems, tank fire control systems, towed artillery armament systems, self-propelled artillery armament systems, fighting vehicle armament systems, tank armament systems, small arms weapons; classifies equipment.



MOS DESCRIPTION

52C30 - MAJOR DUTIES

The Utilities Equipment Repairer performs duties in preceding skill levels, performs quartermaster and chemical equipment repair (MOS 63J) duties, supervises lower grade soldiers and provides technical guidance to Soldiers in the accomplishment of their duties. Inspects and troubleshoots petroleum, oil and lubrication equipment, smoke generators, laundry and bath units, chemical equipment, water purification equipment systems, portable forced air heaters, bottle cleaning/charging station, air conditioner units, refrigeration units and fire extinguisher recharger; Performs maintenance management activities, including production and quality control.

52D30 - MAJOR DUTIES

The Power-Generation Equipment Repairer supervise activities of a section performing unit or DS/GS maintenance on tactical utility, precise power generation sets, internal combustion engines and associated equipment; Supervises maintenance management and quality control including production and quality control in maintenance activities.

62B30 - MAJOR DUTIES

The Construction Equipment Repairer supervises and inspects maintenance of construction, powered bridging, and associated equipment. Performs troubleshooting of engines, power trains, fuel and



MOS DESCRIPTION

63A30 - MAJOR DUTIES

The M1/M1A1 Abrams Tank System Maintainers performs duties in preceding skill levels; supervises skill level 1 and 2 Soldiers and provides technical guidance in the accomplishment of their duties; supervises recovery operations and performs battlefield damage assessment and repair (BDAR) on all systems.

63D30- MAJOR DUTIES

The Self-Propelled Field Artillery System Mechanic performs battlefield damage assessment and repair (BDAR) of track vehicle armament/automotive systems; Inspects, troubleshoots and diagnoses faults in armament and automotive systems of the M109-series howitzer, M992 Field Artillery Ammunition Carrier (FAAC) and the M88A1 Medium Track Recovery Vehicle; Supervises recovery operations.

63M30 - MAJOR DUTIES

The Bradley Fighting Vehicle System Maintainer performs duties in preceding skill levels; supervises skill level 1 and 2 Soldiers and provides technical guidance in the accomplishment of their duties; supervises recovery operations and performs BDAR on all systems.



MOS DESCRIPTION

63B30 - MAJOR DUTIES

The Light Wheel Maintainer supervises and performs diagnostic troubleshooting to determine maintenance repair criteria using Test Measurement Diagnostic Equipment (TMDE); Performs equipment classification inspections and annotates and submits appropriate forms and documents; Supervise wheeled vehicle recovery operations. Performs battlefield damage and assessment and repair (BDAR).

63H30 - MAJOR DUTIES

The Track Vehicle Mechanic supervises and repairs fuel systems, fuel system components, electrical systems, electrical system components, turbine engines, diesel engines, cooling systems, transmissions, brake systems, steering systems, hydraulic systems, auxiliary drives, and personnel heaters. Inspects and troubleshoots tracked vehicle automotive systems, wheel vehicles and classifies equipment.



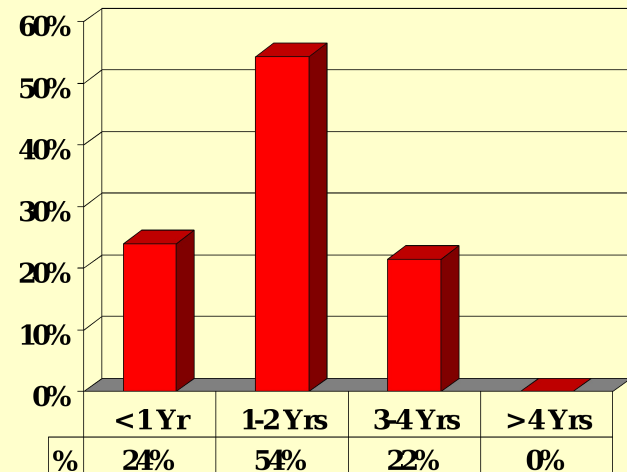
EDUCATION

MILITARY SCHOOLS VALUABLE TO THE ORDNANCE CORPS

- Support Operations Course
- Battle Staff Course

College is only ONE measure of self-development.

CIVILIAN EDUCATION



Percentage is of all SSGs in CMF 63 considered for promotion during the CY 03 SFC Selection Board

Note: **The Ordnance Corps places high value and worth on self-development.** Consistent and meaningful pursuit of self-development separates great NCOs from good NCOs and demonstrates the commitment of a true professional NCO. Future Master Sergeants cannot wait to be taught new knowledge - they must constantly pursue it.



UNIQUE MOS CHARACTERISTICS



TOE VS. TDA

ASSIGNMENTS

<u>MOS</u> <u>Skill Level 4</u>	<u>MOS</u> <u>Skill Level 3</u>	<u>SSG Positions</u> <u>In TDA</u>
44E	44E	47%
45K	45K	56%
52X	52C	35%
	52D	37%
62B	62B	29%
63A	63A	51%
63D	63D	25%
63M	63M	46%
63X	63B	16%
	63H	25%

SPECIAL DUTY ASSIGNMENTS

<u>MOS</u> <u>Skill Level 4</u>	<u>MOS</u> <u>Skill Level 3</u>	<u>Drill</u> <u>Sergeant</u>	<u>Recruiter</u>
44E	44E	2 (2.5%)	6 (7.4%)
45K	45K	7 (3.0%)	12 (5.2%)
52X	52C	5 (3.1%)	13 (8.1%)
	52D	14 (6.2%)	24 (10.2%)
62B	62B	9 (4.2%)	24 (11.2%)
63A	63A	6 (2.5%)	20 (8.2%)
63D	63D	6 (4.7%)	9 (7.0%)
63M	63M	10 (3.0%)	29 (8.8%)
63X	63B	34 (2.1%)	119 (7.4%)
	63H	10 (1.4%)	45 (6.3%)
Total		103 (2.6%)	301 (7.6%)

Notes:

Only 11% of the entire Ordnance Corps positions exist in TDA. The lowest for all branches.

Ordnance NCOs are in field units most of their careers.

Use good judgment when weighing leadership positions in your selection. Recognizing performing in leadership jobs does not in itself outweigh average performance in those positions. Excellence displayed in equally vital technical or staff positions should also be recognized

accordingly.



SPECIAL MOS CONSIDERATIONS

- MOS Related Civilian Technical Certifications
 - Certifications are **nothing less** than measures of MOS competency

Notes:

Scrutinize the award of merit to NCOs repeatedly performing duties in positions not associated with Ordnance related (Instructors, battle staff, PSGs, etc. are Ordnance related) operations for extended periods (4 years). Ordnance NCOs must be competent maintenance managers and maintainers. Repeatedly performing in positions outside the Ordnance or maintenance field does not support the development of required primary maintenance and staff competencies. The job of First Sergeant and primary Battle Staff positions are still considered as Ordnance related.



CMF 63 TYPICAL CAREER PATTERN

SGM COURSE	20 Years	SGM/CSM	SL5 First Sergeant Chief Instructor Operations Sergeant
1SG COURSE	15 YEARS	1SG/MSG	SL4 Platoon Sergeant Section Sergeant Motor Sergeant Senior Drill Sergeant Senior Small Group Leader
BATTLE STAFF COURSE		SFC	SL3 Squad Leader Drill Sergeant Recruiter Shop Foreman Small Group Leader
ANCOC		SSG	SL2 Senior Maintainer Shop Foreman
BNCOC	5 YEARS	SGT	SL1 Maintainers
PLDC	0 YEARS	SPC PFC PV2	



CMF 63 CAREER PROGRESSION PLAN

		RAN Time in Service	PVT, PV2, PFC, SPC, CPL				SGT			SSG				SFC		ISG/MSG		SGM/CSM		CIVILIAN CAREER	
		3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	30	
INSTITUTIONAL	NCOES																				
	LEADERSHIP AND FUNCTIONAL COURSES																				
OPERATIONAL	TECHNICAL	TOE																			
		TDA																			
	LEADERSHIP	TOE																			
		TDA																			
	STAFF	TOE																			
		TDA																			
SELF-DEVELOPMENT	NON-DIRECTED COLLEGE	TOE/TDA																			
	DUTY ENHANCERS	TOE/TDA																			



RECOGNITION OR AWARDS

UNIQUE TO CMF

- Master Instructor

SPECIAL ACHIEVEMENTS

- NCO/Drill Sergeant/Instructor of the Year
- Sergeant Morales/Sergeant Audie Murphy Club Membership
- Colonel Decius Wadsworth Award
- Top 20% graduate in military schools

Notes:

Master Instructor: (Ordnance Corps particular) Soldiers must complete the Supervisor Instructor's Course, Management Course I & II and develop an individual project focused on improved training. They must also conduct 1,250 total hours of assigned instruction and a professional development seminar 1 to 2 hours in length.

Awards policies are not uniform. Determine what measures of performance justified the awards. The weighing of awards should focus more on what achievement and levels of performance generated the award, rather than the level of award itself.



PROMOTION POTENTIAL INDICATORS

RECOGNITION and ACHIEVEMENTS

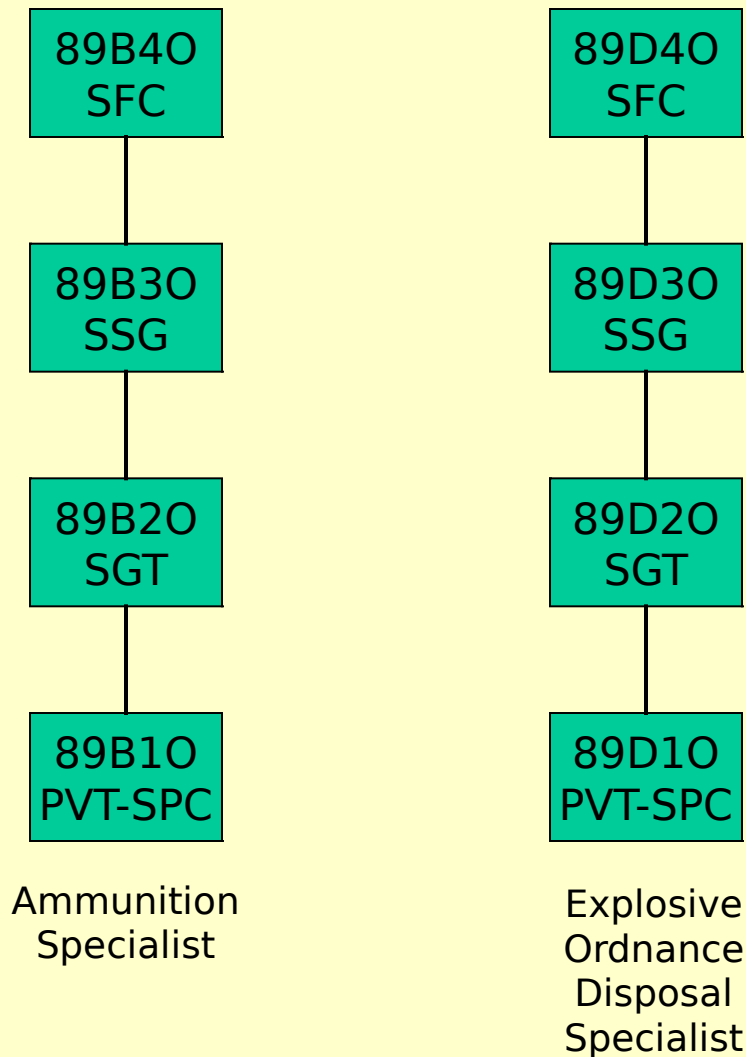
- Sustained high Operational Readiness ratings – had an impact on the unit's ability to go to war
- Consistent and meaningful self-development – continuous self-improvement
- Possesses balanced operational experience in both maintenance and leadership/challenging duties
- Performed in an authorized SFC Platoon Sergeant position
- Personally responsible for developing new systems/procedures/programs having an effect on the entire unit or readiness
- Consistently excels in assigned additional duties as well as primary duties



CMF 89
MOS 89B & 89D



CMF 89 CAREER PATTERN





CMF 89



MISSION

The CMF is comprised of two Military Occupational Specialties, 89B and 89D. Unlike many CMFs, these are independent, stovepipe MOSs which do not cap at a senior grade.

MOS 89B, Ammunition Specialist, is utilized in ammunition support units Army wide. Duties involve direct support, general support and higher level of supply, stock accountability and inspection and renovation, disposal, and maintenance of conventional, special, and chemical ammunition.

MOS 89D, Explosive Ordnance Disposal soldiers locate, identify, render safe, and dispose of foreign and domestic explosive devices, and support VIP missions for U.S. Secret Service, State Department, and other Federal agencies.



MOS DESCRIPTION

89B - AMMUNITION SPECIALIST

The ammunition specialist receives, stores and issues ammunition, guided missiles, large rockets and other ammunition related items. They perform maintenance modification, destruction and demilitarization on ammunition and explosive components and also perform stock control and accounting procedures.

89D - EXPLOSIVE ORDNANCE DISPOSAL SPECIALIST

The explosive ordnance disposal (EOD) specialist , directs and supervises EOD range and area clearance operations. Directs disposal operations for conventional and chemical munitions. Coordinates EOD operations with Chemical Accident/Incident Response Officer (CAIRO) and Nuclear Accident/Incident Response Officer (NAIRO). Assist in planning, coordination and execution of unit operations and movements. Consolidates, edits and reviews reports.



CHALLENGING JOBS OPPORTUNITIES



DEMANDING ASSIGNMENTS

- Operations Sergeant
- Platoon Sergeant
- Drill Sergeant
- Small Group Leader
- Rear Detachment NCO
- EOD Team Leader



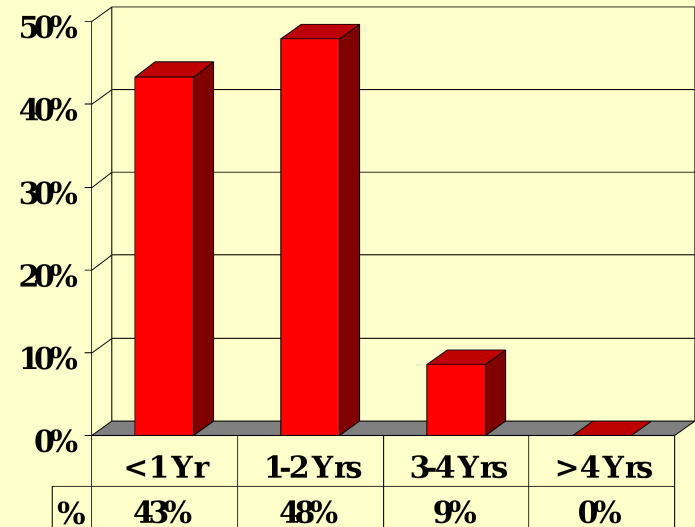
EDUCATION

MILITARY SCHOOLS VALUABLE TO THE ORDNANCE CORPS

- Support Operations Course
- Battle Staff Course

College is only ONE measure of self-development.

CIVILIAN EDUCATION



Percentage is of all SSGs in CMF 89 considered for promotion during the CY 03 SFC Selection Board

Note: **The Ordnance Corps places high value and worth on self-development.** Consistent and meaningful pursuit of self-development separates great NCOs from good NCOs and demonstrates the commitment of a true professional NCO. Future Sergeants Major cannot wait to be taught new knowledge - they must constantly pursue it.



UNIQUE MOS CHARACTERISTICS



TOE VS. TDA

<u>MOS</u>	<u>SFC Positions in TDA</u>
89B	9%
89D	21%

SPECIAL DUTY ASSIGNMENTS

<u>MOS</u>	<u>Drill Sergeant</u>	<u>Recruiter</u>
89B	8 (3%)	31 (10%)
89D	0	0
Total	8 (3%)	31 (10%)

Notes:

When weighing leadership positions in your selection process, recognize that average performance in a leadership job is no more valuable nor does it outweigh average performance in any other position. Excellence displayed in equally vital technical or staff positions should also be recognized accordingly.



SPECIAL MOS CONSIDERATIONS

- **MOS Related Civilian Technical Certifications**

- Hazardous Material Certifications

- Certifications are **nothing less** than measures of MOS competency

Notes:

Scrutinize the award of merit to NCOs repeatedly performing duties in positions not associated with Ordnance related operations (Instructors, battle staff, PSGs, etc. are Ordnance related) for extended periods (4 years). Ordnance NCOs must be competent ammunition managers and EOD experts. Repeatedly performing in positions outside the Ordnance or ammunition fields does not support the development of required ammunition expertise and staff competencies. The job of First Sergeant and primary Battle Staff positions are still considered as Ordnance related.

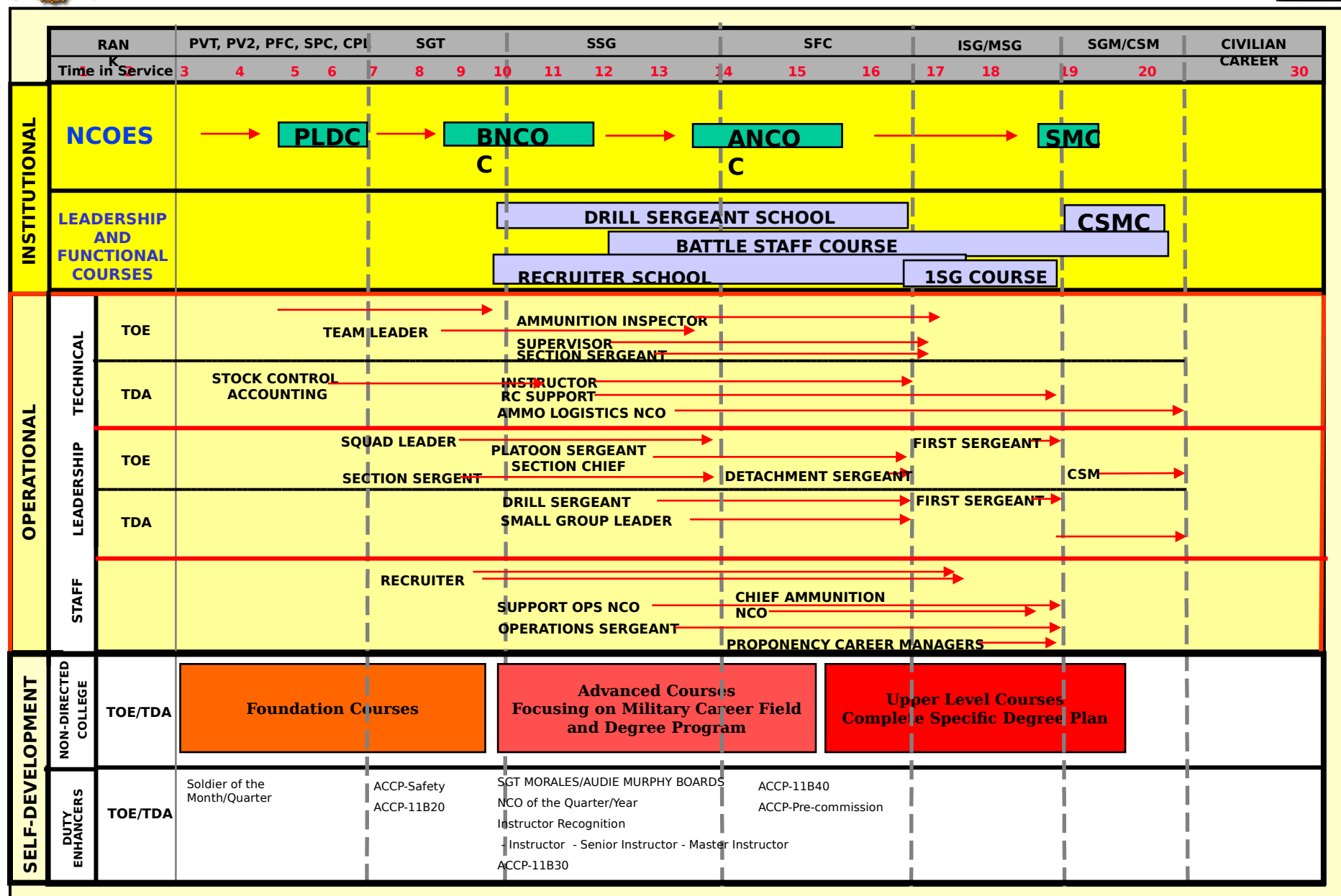


CMF 89 TYPICAL CAREER PATTERN

SGM COURSE	20 Years	SGM/CSM	SL5 First Sergeant Chief Ammunition NCO Operation Sergeant
1SG COURSE	15 YEARS	1SG/MSG	SL4 Platoon Sergeant Detachment Sergeant Ammo Senior Inspector DAO Representative Ammo Logistics SGT
BATTLE STAFF COURSE		SFC	SL3 Squad Leader Team Leader Ammo Inspector Section Chief Drill Sergeant Recruiter
ANCOC	10 YEARS	SSG	SL2 Stock Control/Accounting Ammunition Sergeant EOD Sergeant
BNCOC	5 YEARS	SGT	SL1 Ammunition Specialist EOD Specialist
PLDC	0 YEARS	SPC PFC PV2	



CMF 89 CAREER PROGRESSION PLAN





RECOGNITION OR AWARDS

UNIQUE TO CMF

- Instructor Recognition Program
 - Master Instructor Certifications

SPECIAL ACHIEVEMENTS

- NCO/Drill Sergeant/Instructor of the Year
- Sergeant Morales/Sergeant Audie Murphy Club Membership
- Top 20% in NCOES
- Master EOD Badge

Notes:

Master Instructor: (Ordnance Corps particular) Soldiers must complete the Supervisor Instructor's Course, Management Course I & II and develop an individual project focused on improved training. They must also conduct 1,250 total hours of assigned instruction and a professional development seminar 1 to 2 hours in length.

Army awards policies are not uniform. Determine what measures of performance justified the awards. The weighing of awards should focus more on what achievement and levels of performance generated the award, rather than the level of award itself



PROMOTION POTENTIAL INDICATORS

UNIT RECOGNITION ACHIEVEMENTS

- Consistent and meaningful self-development
- Successful performance in a SFC position
- Possesses balanced operational experience in both MOS technical and leadership duties
- Consistently excels in assigned additional duties as well as primary duties